General Compensation Policy in Luxottica
Compensation: a factor in Luxottica’s overall value proposition

**Great Company (Brand)**
- Values and culture
- Market leadership
- Winning organization
- Authoritativeness of majority shareholder and top management

**Great Job (Product)**
- Continual opportunities to learn
- Challenging jobs
- Variety of career scenarios
- Excellence of superiors and colleagues

**Compensation (Price)**
- Recognition of individual capacities
- Wide range of compensation systems
- Potentially high returns tied to company and individual results
compensation guidelines

**Objectives**

- Complete an overall offering of **total compensation** capable of attracting and retaining critical resources in today’s and tomorrow’s organization.

  Re-assert a "Pay for performance" compensation philosophy strictly correlated with both individual results and those of the organization as a whole.

  Adopt flash bonus incentive systems to further motivate the management in this patently anomalous economic situation and give stricter guidance on economic and financial objectives.

  Guarantee the entire employee population not only maintenance of current nominal compensation levels but increase actual purchasing power by offering non-cash goods/services (benefits).

**Total compensation**

* Specific to each cluster of population